



DIMHRS Overview

Once implemented, the Defense Integrated Military Human Resources System for Personnel and Pay (DIMHRS [Pers/Pay]) will provide an end-to-end, integrated military personnel and pay system for all military Services including their Active, Reserve and National Guard components. As the cornerstone of military personnel transformation, DIMHRS (Pers/Pay) is the vehicle for fielding and resourcing a fully integrated human resources system, while concurrently supporting reengineered business processes, replacing failing systems, reducing data collection burdens, enhancing readiness, and connecting Soldiers, Sailors, Airmen and Marines directly to their personnel and pay system.

Background

In late 1995, the Under Secretary of Defense (USD) for Personnel and Readiness (P&R), the USD Comptroller, and the Assistant Secretary of Defense Command, Control, Communications, and Intelligence asked the USD for Acquisition and Technology to convene a Defense Science Board Task Force on Military Personnel Information Management to advise the Secretary of Defense on the best strategy for supporting military personnel and pay functions. In a report published in August 1996, the Task Force concluded that the Department of Defense's (DoD) multiple Service-unique military personnel and pay systems caused significant functional shortcomings (particularly in the joint arena) and excessive development and maintenance costs. Their central recommendation was that, "...the DoD should move to a single all-Service and all-Component, fully integrated personnel and pay system, with common core software...."

Roles and Responsibilities

The Joint Requirements and Integration Office (JR&IO), within the Office of the USD (P&R), is responsible for defining functional requirements for personnel and pay and provides those joint requirements to the DIMHRS Acquisition Executive, the Department of the Navy Program Executive Office for Information Technology (PEO-IT). To ensure DIMHRS (Pers/Pay) uses common processes and data to fulfill the needs of the DoD, JR&IO defines, documents, and maintains a single set of functional (program) requirements. JR&IO does this in a joint environment, staffed by members of all Services and Components, and the Defense Finance and Accounting Service (DFAS). PEO-IT is responsible for ensuring that the requirements are implemented by the JPMO in accordance with federal acquisition regulations.

Requirements

DIMHRS (Pers/Pay) will retain and maintain data in a single, comprehensive record of service that will be available to the Service Member. Appropriate data and information will also be available to the Service Personnel Chiefs, Combatant Commanders, military personnel and pay professionals and authorized users in DoD and other Federal agencies. DIMHRS (Pers/Pay) will also be consistent with Office of Management and Budget (OMB) and Clinger-Cohen Act guidance, and is based on commercial-off-the-shelf (COTS) software.

DIMHRS (Pers/Pay) Implementation

The DoD procured PeopleSoft as the COTS solution to provide the basic database software for DIMHRS (Pers/Pay). The JPMO will oversee the developer implementor, Northrop Grumman, through the key phases of the DIMHRS (Pers/Pay) lifecycle, to include: design and build, system development and demonstration, developmental test and evaluation, operational test and evaluation, fielding decision, deployment and training.

JPMO will work closely with the Joint Requirements and Integration Office, the Services and Defense Finance and Accounting Service (DFAS) representatives regarding data and deployment information, as well as coordinate program operations, cost, business, integrated logistics support, system engineering, testing and training. The deployment schedule will be solidified once Northrop Grumman provides the program's implementation plan. Under the current roll out strategy, the Army is the first to implement DIMHRS (Pers/Pay) followed by the Navy, Marines and Air Force. Once fully implemented, DIMHRS (Pers/Pay) will provide a comprehensive, integrated military personnel and pay system to all Services and their Components within DoD.